

Equality Impact Assessment

Section 1: About the proposal

| |
|--|
| Title of Proposal |
| <i>Learning Disabilities / Physical Disabilities</i> |
| <i>2223-17 & 2223-19 - Review of Care Packages and Rationalisation of Services</i> |

| |
|--|
| Intended outcome of proposal |
| <p><i>This proposal is intended to deliver a total of £158k in recurring financial savings during 2022/23. It is also intended to ensure that individuals are supported and encouraged to live independently as far as possible and appropriate. The review will also ensure that access to care and support is consistent across the Argyll and Bute area, this is not currently the case in all circumstances.</i></p> <p><i>The bulk of the saving will be delivered through the review of care packages and by ensuring that sleepovers are delivered in an efficient and fair way. The target is likely to be challenging to deliver and will have some impact upon a small number of service users. It is however intended that the review of arrangements will encourage service users to live as independently as possible and a risk assessment will be carried out in all cases where changes are made. It will require the use of Technology Enable Care.</i></p> |

| |
|--|
| Description of proposal |
| <p><i>Perform a care package review of current high-cost packages to re-assess what is the most appropriate level of care that the users should receive. It is anticipated that this process will result in a reduction in the number of hours or a change in the way in which services are provided.</i></p> <p><i>The review process will continue to ensure that individuals receive the correct level of support. Judgements on this will continue to be made on a needs assessment basis and will not solely be driven by the proposal to reduce costs. Relevant professional guidelines will continue to be applied funding allocations for each case will be appropriate to individual circumstances and risk assessments. The review will also take into account equity across the region.</i></p> |

| |
|---|
| HSCP Strategic Priorities to which the proposal contributes |
| <p><i>Working together to improve potential of our people; Working together to improve potential of our communities; Working together to improve potential of our areas; and "People in Argyll and Bute will live longer, healthier and independent lives"</i></p> |

| | |
|-----------------------------|-----------------------|
| Lead officer details | |
| Name of lead officer | <i>Jim Littlejohn</i> |

| | |
|------------------------------------|------------------------------|
| Job title | <i>Service Manager</i> |
| Department | <i>LD / PD - Social Work</i> |
| Appropriate officer details | |
| Name of appropriate officer | |
| Job title | |
| Department | |

| | |
|------------------|-----------------------|
| Sign-off of EIA | <i>Jim Littlejohn</i> |
| Date of sign-off | <i>17/03/2022</i> |

| |
|---------------------------------------|
| Who will deliver the proposal? |
| <i>LD/PD – Social Work</i> |

Section 2: Evidence used in the course of carrying out EIA

| |
|---|
| Consultation / engagement |
| <i>Engagement / interview with Service Users / Families will be undertaken as appropriate in order to assess current care needs and conduct risk assessments.</i> |
| <i>SIO and Finance teams will be fully engaged in the process.</i> |

| |
|--|
| Data |
| <i>Ledger transactions and care package cost information</i> |

| |
|---|
| Other information |
| <i>Changes to service will impact on a small number of service users who will continue to be supported by the service in an appropriate way. It is noted that the service users affected all have significant disabilities.</i> |
| <i>As high cost care packages normally apply to service users with very complex profiles and needs (24h surveillance, forensic etc.) a downward review of such care packages is dependent upon the user showing improvement or an ability to live more independently or with less support than at present.</i> |
| <i>A full risk assessment and engagement with families / other support services will be completed in each case prior to any change. Service users will continue to be signposted to all available services which can support their needs.</i> |

| |
|-------------------------|
| Gaps in evidence |
| <i>#NA</i> |

Section 3: Impact of proposal

Impact on service users:

| | Negative | No impact | Positive | Don't know |
|-----------------------------------|-----------------|------------------|-----------------|-------------------|
| Protected characteristics: | | | | |
| Age | | X | | |

| | Negative | No impact | Positive | Don't know |
|--------------------------------|----------|-----------|----------|------------|
| Disability | | | | X |
| Ethnicity | | X | | |
| Sex | | X | | |
| Gender reassignment | | X | | |
| Marriage and Civil Partnership | | X | | |
| Pregnancy and Maternity | | X | | |
| Religion | | X | | |
| Sexual Orientation | | X | | |
| Fairer Scotland Duty: | | | | |
| Mainland rural population | | X | | |
| Island populations | | X | | |
| Low income | | X | | |
| Low wealth | | X | | |
| Material deprivation | | X | | |
| Area deprivation | | X | | |
| Socio-economic background | | X | | |
| Communities of place | | X | | |
| Communities of interest | | X | | |

If you have identified any negative impacts on service users, give more detail here:

NA

If any 'don't knows' have been identified, when will impacts on these groups be clear?
This will be considered on a case by case basis.

How has 'due regard' been given to any negative impacts that have been identified?
Yes – it is anticipated that there will be some resistance to any reduction in care packages, this will be address through communication and on-going engagement with service users along with individual assessments. It is important that services are provided on an equitable basis throughout Argyll & Bute

Impact on service deliverers (including employees, volunteers etc.):

| | Negative | No impact | Positive | Don't know |
|-----------------------------------|----------|-----------|----------|------------|
| Protected characteristics: | | | | |
| Age | | X | | |
| Disability | | X | | |
| Ethnicity | | X | | |
| Sex | | X | | |
| Gender reassignment | | X | | |
| Marriage and Civil Partnership | | X | | |
| Pregnancy and Maternity | | X | | |
| Religion | | X | | |
| Sexual Orientation | | X | | |
| Fairer Scotland Duty: | | | | |
| Mainland rural population | | X | | |
| Island populations | | X | | |
| Low income | | X | | |
| Low wealth | | X | | |
| Material deprivation | | X | | |
| Area deprivation | | X | | |
| Socio-economic background | | X | | |
| Communities of place | | X | | |
| Communities of interest | | X | | |

| |
|--|
| If you have identified any negative impacts on service deliverers, give more detail here: |
| #NA |

| |
|---|
| If any 'don't knows' have been identified, when will impacts on these groups be clear? |
| #NA |

| |
|---|
| How has 'due regard' been given to any negative impacts that have been identified? |
| #NA |

Section 4: Interdependencies

| | |
|---|-----|
| Is this proposal likely to have any knock-on effects for any other activities carried out by or on behalf of the HSCP? | #NA |
|---|-----|

| |
|---|
| Details of knock-on effects identified |
| #NA |

Section 5: Monitoring and review

| |
|--|
| Monitoring and review |
| <i>Monthly review of Financial Information. Regular care package reviews</i> |